

DEPARTMENT OF INDUSTRIAL RELATIONS  
DIVISION OF LABOR STATISTICS & RESEARCH  
455 Golden Gate Avenue, 8<sup>th</sup> Floor  
San Francisco, CA 94102

ADDRESS REPLY TO:

*San Francisco*

*P.O. Box 420603  
CA 94142-0603*



TRAVEL & SUBSISTENCE PROVISION

FOR

TREE TRIMMER (LINE CLEARANCE)

IN

IMPERIAL AND SAN DIEGO COUNTIES

AGREEMENT  
BETWEEN

Western Line Constructors Chapter, Inc, N.E.C.A.

AND

Local Union 465  
Of the  
International Brotherhood of Electrical Workers, AFL-CIO

Term: September 1, 2000 through January 31, 2003

**RECEIVED**  
Department of Industrial Relations

SEP 26 2000

Div. of Labor Statistics & Research  
Chief's Office

- 3.08 Overtime and double-time work shall be distributed among employees as equally as is practicable.

#### ARTICLE IV

##### INCLEMENT WEATHER

- 4.01 Employees who report for work on a workday or for prearranged work on a workday or non-workday and are unable to work in the field because of inclement weather or other similar causes, shall be paid for actual time worked, if any, but not less than two (2) hours at straight-time rates. Employees receiving subsistence as provided for in Section 5.2 shall continue to receive subsistence in addition to the amount provided for under this Section.

- (a) The determination for laying off on an inclement day shall not be at the discretion of the Foreman but that the employees shall work on such days unless specifically notified otherwise by the General Foreman or other authorized Company Supervisor.
- 4.02 (a) Subject to the approval of the General Foreman or Supervisor, those employees who, due to inclement weather or other excused absences were prevented from working forty (40) straight-time hours in a given workweek, may be permitted to work on a non-workday within the same workweek to make-up the number of hours necessary to total (40) straight-time hours for the week. The employee shall be paid straight time rates for all such hours worked, but not to exceed a standard workday.
- (b) It is intended that when such cases occur, employees who did lay off from work because of inclement weather or other excused absences on a regular workday shall not be required to work on the next non-workday, but where agreement is reached between the General Foreman or Supervisor and the employee, the employee shall be allowed to do so. On approved make-up days, if an employee makes a commitment to work, and does not show, the employee's attendance record will reflect an unexcused absence from work.

#### ARTICLE V

##### EXPENSES

- 5.01 If Company requires an employee to perform work for more than two- (2) hour beyond regular work hours on a workday or non-workday and each succeeding five- (5) hours thereafter, the employee shall be granted a meal allowance of eight and 50/100 dollars (\$8.50).

- (a) Prearranged Work When an employee is requested to perform prearranged work on non-workdays during regular hours, he shall observe the lunch arrangement, which prevails on his/her workday. If such work continues beyond twelve (12) hours, the company shall provide him/her with the meal allowance in accordance with Section 5.01 hereof.
- 5.02 Employees who are assigned to temporary work 90 days or less in duration over sixty (60) miles from their regularly assigned work center, shall be allowed thirty three dollars and 75 cents (\$33.75) per day as subsistence allowed for each day worked at the temporary work center. Time spent traveling to such temporary jobs at its beginning and from its conclusion shall not be paid for by Company if the company provides transportation to and from the job and the travel time is not more than three (3) hours. This provision does not apply to the movement of work vehicles for convenience of the employer. In the event the customer or the Employer furnishes meals and suitable lodging, no further subsistence will be allowed. Suitable lodging is defined as permanently constructed Motel Style with no more than two employees per room.
- 5.03 In other than emergency situations, the Company shall give at least forty-eight (48) hours' notice to an employee who is to be sent over sixty miles from their assigned work center, in order that the employee may have time to prepare for the trip.
- 5.04 It shall not be a condition of employment for an employee to maintain a telephone or use their personal automobiles or vehicles for Company's convenience.